## Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

## **HQ/SOCR** (and below)

For 4th Quarter 2017 for period ending September 30, 2017

			Cor	nparat	ive Dat	a
Complaint Activity	Pr	evious	Fiscal Y	Year Da	ata	2017Th00 20
	2012	2013	2014	2015	2016	2017Thru09-30
Number of Complaints Filed	134	153	130	164	181	175
Number of Complainants	134	151	130	164	180	170
Repeat Filers	0	2	0	0	1	5

Complaints by Pasis			Com	parati	ve Dat	a
Complaints by Basis	Pre	vious l	Fiscal `	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2012	2013	2014	2015	2016	2017Thru09- 30
Race	45	53	39	58	64	55
Color	12	12	14	13	20	23
Religion	6	8	5	12	8	14
Reprisal	70	78	52	62	77	88
Sex	41	40	43	50	69	55
PDA	1	1	2	1	6	2
National Origin	22	23	34	26	25	38

Equal Pay Act	0	2	2	0	0	1
Age	41	36	27	38	47	40
Disability	31	41	32	47	46	59
Genetics	0	0	1	1	1	1
Non-EEO	2	3	7	11	5	9
			Com	parati	ve Data	a
<b>Complaints by Issue</b>	Pre	vious l	Fiscal \	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2012	2013	2014	2015	2016	2017Thru09- 30
Appointment/Hire	1	3	19	22	27	9
Assignment of Duties	22	22	15	29	18	26
Awards	1	5	1	5	1	5
Conversion to Full Time/Perm Status	0	0	0	1	0	1
Disciplinary Action						
Demotion	0	3	0	1	1	0
Reprimand	10	9	5	9	13	8
Suspension	5	6	1	3	7	1
Removal	1	1	0	0	2	2
Other	0	0	0	0	0	11
Duty Hours	2	4	1	0	0	1
Perf. Eval./ Appraisal	24	29	17	21	36	32
Examination/Test	0	0	2	0	1	1
Harassment						
Non-Sexual	66	59	42	70	72	101
Sexual	2	3	4	8	3	6
Medical Examination	5	7	1	1	3	0
Pay including overtime	5	7	6	2	1	10

Promotion/Non-Selection	25	23	19	21	25	25
Reassignment						
Denied	1	4	0	4	1	4
Directed	5	4	0	4	0	7
Reasonable Accommodation Disability	10	15	8	15	12	12
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	2
Retirement	0	1	0	0	2	1
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	8	6
Termination	12	18	8	18	18	21
Terms/Conditions of Employment	9	8	31	31	24	27
Time and Attendance	10	13	7	12	14	13
Training	5	4	3	8	9	12
Other	-					-

			Comp	parative	Data	
<b>Processing Time</b>	I	Previous	Fiscal Y	ear Data	a	2017Thru09-
	2012	2013	2014	2015	2016	30
Complaints pending during f	ïscal yea	r				
Average number of days in investigation	244.39	276.92	240.19	200.97	187.82	206.9
Average number of days in final action	125.02	246.41	57.61	58.05	54.44	51.27
Complaint pending during fi	scal year	where he	earing wa	as reques	ted	
Average number of days in investigation	243.97	296.05	254.02	214.41	205.34	215.60
Average number of days in final action	8.82	57.30	22.70	30.14	46.41	39.68
Complaint pending during fi	scal year	where he	earing wa	as not rec	quested	

Average number of days in investigation	245	5.09	25	2.60	) 2	226	.14	19	0.45	16	9.84	4	19	9.03	
Average number of days in final action	190	).87	31.	5.18	3	74.	33	70	).27	59	).97		50	5.48	
							C	om	para	tive	Da	ıta	1		
Complaints Dismissed by A	Agei	ıсу	]	Prev	vio	us l	Fisca	al Y	ear l	Dat	a		2017Thru09-		
			20	12	20	13	201	14	2015	20	016		3	30	
Total Complaints Dismissed Agency	by		1	1	18		14		10		17		3	31	
Average days pending prior t dismissal	<b>.</b> O		-5	0	2	3	41		60		61		3	37	
Compl	ain	ts W	ithd	hdrawn		by	Con	npl	ainar	ıts					
Total Complaints Withdrawn Complainants	by		1.	3	1	3	14	1	6		16		-	17	
				C											
Total Final Agency Actions Finding		Previous Fiscal Year Da						r Dat	a			2017Thru09-			
Discrimination	20				20	2014		015	20	016			30		
	#	<b>%</b>	#	%	,	#	<b>%</b>	#	%	#	%	,	#	%	
Total Number Findings	1		1			1		1		2			0		
Without Hearing	0	0	1	100	0	0	0	0	0	2	10	0	0	0	
With Hearing	1	100	0	0		1	100	1	100	0	0		0	0	
Findings of Discrimination	1					(	Com	pai	rative	Da	ıta				
Rendered by Basis			Pro	evio	us	Fis	cal `	Yea	ar Da	ta			2017	Γhru09-	
Note: Complaints can be		2012	2	201	13	2	2014		2015	2	201	6		30	
filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	ŧ %	5 #	4	%	#	%	. 7	4 %	#	<i>‡</i> 9,	⁄o	#	%	
<b>Total Number Findings</b>	1		1	1		1			2	2	2		0		
Race	1	10	0	)	0	0	0	(	0 0	(	) (	)	0	0	
Color	C	0	(	)	0	0	0	(	0 0	(	) (	О	0	0	
Religion		0 0	(	)	0	0	0	(	0 0		) (	$\mathbf{c}$	0	0	

Reprisal	0	0	0	0	0	0	0	0	1	50	0	0
Sex	0	0	1	100	0	0	1	50	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	1	100	0	0	1	50	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	1	50	0	0	0	0
Disability	0	0	0	0	0	0	1	50	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	1	50	0	0	0	0
	Ċ									•		
Findings After Hearing	1		0		1		1		0		0	
Race	1	100	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	1	100	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	1	100	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	1	100	0	0	0	0
Disability	0	0	0	0	0	0	1	100	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		1		0		1		2		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0

Reprisal	0	0	0	0	0	0	0	0	1	50	0	0
Sex	0	0	1	100	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	1	50	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	1	100	0	0	0	0
					(	Comp	ara	tive l	 Dat	a		

	Comparative Data												
Findings of Discrimination		P	rev	ious	Fis	cal Y	Zea1	r Dat	a		2017	Thru09-	
Rendered by Issue	2	012	20	)13	2	014	2	015	20	)16		30	
	#	%	#	%	#	%	#	%	#	%	#	%	
<b>Total Number Findings</b>	1		1		1		2		2		0		
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0	
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0	
Awards	0	0	0	0	0	0	0	0	1	50	0	0	
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0	
Disciplinary Action													
Demotion	0	0	0	0	0	0	0	0	0	0	0	0	
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0	
Suspension	0	0	0	0	0	0	0	0	0	0	0	0	
Removal	0	0	0	0	0	0	0	0	0	0	0	0	
Other	0	0	0	0	0	0	0	0	0	0	0	0	
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0	
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0	
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0	
Harassment		l	1	<u> </u>		l		l	ı	<u> </u>	l	I	

Non-Sexual	1	100	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	1	50	0	0	0	0
Promotion/Non-Selection	0	0	0	0	1	100	1	50	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	1	50	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
Findings After Hearing	1		0		1		1		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												

Γ				I				1		I	1	I
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	1	100	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	1	100	1	100	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0

Other - User Define												
Findings Without Hearing	0		1		0		1		2		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	1	50	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action								-				
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	1	100	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0

0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	1	50	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
		0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0   0 0 0   0 0 0   0 0 0   0 0 0   0 0 0   0 0 0	0 0 0 0 0   0 0 0 0 0   0 0 0 0 0   0 0 0 0 0   0 0 0 0 0   0 0 0 0 0	0 0 0 0 0   0 0 0 0 0   0 0 0 0 0   0 0 0 0 0   0 0 0 0 0   0 0 0 0 0   0 0 0 0 0	0 0 0 0 0 0 0   0 0 0 0 0 0 0   0 0 0 0 0 0 0   0 0 0 0 0 0 0   0 0 0 0 0 0 0   0 0 0 0 0 0 0	0   0	0   0	0   0	0   0

## Other - User Define

		Comparative Data									
Pending Complaints Filed in Previous Fiscal Years by Status	Pre	vious ]	2017Thru09-								
, , ,		2013	2014	2015	2016	30					
Total complaints from previous Fiscal Years	0	0	0	110	110	137					
Total Complainants	141	175	186	104	108	132					
Number complaints pending											
Investigation	3	3	3	3	3	3					
ROI issued, pending Complainant's action	3	2	0	0	0	0					
Hearing	63	73	95	99	104	133					
Final Agency Action	10	3	7	8	4	2					
Appeal with EEOC Office of Federal Operations	48	59	82	3	9	11					
	Comparative Data										
<b>Complaint Investigations</b>	Previous Fiscal Year Data 2017Thru09										
	2012	2013	2014	2015	2016	30					
Pending Complaints Where Investigations Exceed Required Time Frames	21	21	7	3	2	5					